INNOVATION FOR A SUSTAINABLE FUTURE

ESG Report 2025

Sidel

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SUSTAINABILITY AT SIDEL

A LETTER FROM THE CEO

At Sidel, we believe sustainability is essential for innovation, growth, and long-term value.
Every day, we help our customers do more with less improving efficiency, reliability, and environmental performance across their operations. Our commitment to sustainability is built on collaboration. By working closely with our customers, suppliers, and partners, we turn climate ambitions into measurable progress. Together, we are shaping a more sustainable future for the packaging industry.

Sustainability at Sidel
In 2025, our renewed decarbonisation roadmap was validated by the Science Based Targets initiative (SBTi), confirming our commitment to achieving net-zero greenhouse gas emissions by 2050. By 2030, we aim to reduce emissions from our operations by 73% versus 2019 baseline, and by 30% across our products and suppliers. These targets are supported by tangible actions, such as installing solar PV systems at our sites.
Our people are at the heart of this journey.
Through initiatives like togetherWE GROW and our SustainabilityBuilders network, we continue to embed ESG principles across our organisation, advancing diversity, equity, inclusion, and belonging throughout Sidel.

Our progress was recognised with an EcoVadis Gold Medal at Group level, confirming the steady advancement of our sustainability practices.

Innovation embraces sustainability
Two of our innovations have been recognised by the SEAL Awards, a global honour celebrating measurable contributions to a more sustainable future. Our EvoBLOW Laser received the 2026 SEAL Sustainable Innovation Award, while our Swing Evo Tunnel Pasteurizer was named winner of the SEAL Sustainable Product Award. Out of hundreds of submissions worldwide, both innovations were selected for their concrete and lasting environmental impact.
Together, these solutions demonstrate how advanced engineering can combine measurable environmental benefits with the operational reliability and performance our customers expect. Innovation at Sidel, however, goes beyond recognition. Our Aseptic Predis X4®, designed for packaging in PET and recycled PET bottles, combines the highest food safety standards with advanced flexibility, efficiency and sustainability.

Driving Sustainable Growth
Looking ahead, I see strong opportunities in aseptic solutions, sustainable packaging, performance services and digital tools. Our ambition is to keep growing responsibly, standing by our customers as a true partner and staying ahead of their evolving needs.

Sincerely,
Pietro Cassani
President & CEO

GOVERNING STRONG VALUES

VALUES DRIVEN-CULTURE

Sidel's governance model is built on a strong ethical foundation centered on transparency, accountability, and responsible business conduct, supporting long-term value creation for stakeholders. At the core of this approach are five key values:

- **CUSTOMER CENTRIC**: We understand needs of our customers and deliver on promises.
- **STRONGER TOGETHER**: We collaborate to achieve shared success.
- **ONE STEP AHEAD**: We innovate with a long-term vision.
- **BETTER EVERY DAY**: We continuously improve our ways of working.
- **RELIABLE**: We keep our commitments and build trust.

These pillars guide decision-making, shape organizational culture, and reinforce trust across all levels of the business.

These principles are embedded within a structured Corporate Governance Framework that includes the Code of Business Conduct, clearly defined leadership responsibilities, and robust assurance mechanisms such as risk management, internal audits, and control assessments, all supported by formal policies and procedures.

RESPONSIBLE GOVERNANCE AND SUSTAINABLE OVERSIGHT

Sidel is strongly committed to robust governance and sustainability, led by its leadership and integrated throughout the organisation. The CEO and Global Leadership Team (GLT), with the support of the ESG Council, provide effective oversight of strategy, risk management and ESG performance. This commitment is further strengthened through ongoing leadership development, the integration of sustainability into performance objectives and the continued enhancement of the Internal Control and Sustainability Reporting (ICSR) system, aligned with the Commitee of Sponsoring Organizations of the Treadway Commission (COSO) framework. Together, these initiatives demonstrate Sidel's commitment to ethical governance and long-term sustainable value creation.

SIDEL GROUP AT A GLANCE

Sidel specializes in packaging solutions for beverages, food, and home and personal care products using PET, cans, glass, and other materials. We are committed to delivering complete, end-to-end solutions that meet customer needs while enhancing the performance of their production lines, products, and overall business operations.

NET SALES BY GEOGRAPHY, 2025

26.8% Americas

28.6% Europe & Central Asia

44.6% Asia, Oceania & Africa

NET SALES BY MARKET SEGMENT

3.5% Beer

21.1% CSD (Carbonated soft drink)

6.1% Food

3.9% HPC (Home and Personal Care)

23% JNSDIT (Juices, Nectars, Soft Drinks, Isotonics & Teas)

12.9% LDP (Liquid Dairy and Plant-Based Products)

0.9% Others

24.4% Water

4.2% Wine & Spirits

SIDEL GROUP IN NUMBERS

Net Sales, million euros	1,775
Number of employee december 2025	5,512
R&D Centres	12
Production Plants	14
Technical training centres	15
Sales in countries	>90

SIDEL GLOBAL LEADERSHIP TEAM

Pietro Cassani
President & CEO

Clive Smith
Executive Vice President
Customer Management Asia, Oceania & Africa

Simone Mondini
Executive Vice President
Customer Management Americas

Marina de Barros
Executive Vice President
Customer Management Europe & Central Asia

Riccardo Codega
Executive Vice President
Go To Market

Ko Hoepman
Executive Vice President
Equipment Portfolio & Innovation

Paulo Picca
Executive Vice President
Supply Chain

François Lejard
Executive Vice President
Services Portfolio & Solutions

Igor Glaser
Executive Vice President
Finance & Business Transformation

Deepak Kumar
Executive Vice President
Human Resources

Christer Carling
Executive Vice President
Legal Affairs

DOUBLE MATERIALITY

DOUBLE MATERIALITY ASSESSMENT

Sidel's Double Materiality process is built on a clear and accountable framework , one that identifies what matters most, both for society and for the business. It unfolds through two distinct but connected assessments:

Impact Materiality: looks at how Sidel's operations and value chain affect people and the environment, whether those effects are direct or indirect, current or emerging.

Financial Materiality: focuses on how sustainability-related risks and opportunities could shape Sidel's business value over time, from near-term pressures to longer-horizon shifts.

Each assessment follows its own evaluation criteria and validation path, keeping the process rigorous and grounded in recognized best practices.
A wide stakeholder engagement sits at the heart of this work. More than 50 voices were brought into the process, drawn from senior leadership, employees, customers, suppliers, research institutions, media, and local communities.
Before contributing, every participant was guided through the key concepts, scoring criteria, and assessment scales, ensuring that input across all groups was informed, comparable, and meaningful.
In 2025, stakeholders confirmed the materiality of the same topics identified in the previous assessment, reinforcing the consistency and relevance of our sustainability priorities.

TWO LENSES, ONE MATRIX
SIDEL'S DOUBLE MATERIALITY ASSESSMENT

MATERIAL TOPICS

- Environmental Topics
- Social Topics
- Governance Topics

KEY PERFORMANCE RESULTS

21.7%

Climate Change
Sidel's Emissions Reduction

Scope 1 & Scope 3.6 (business travel) % reduction vs. 2019

31%

Circularity & Waste
r-PET Tests

% of testing projects including r-PET

40%

Health & Safety
LTA Reduction

Lost Time Accidents
(Sidel employees and non-employees)

28%

Diversity, Equity & Inclusion
Women in Senior Leaders

% of women in Senior Leaders (A, B1) positions

60%

Employee Engagement
togetherWE

Employee engagement score

16.5h

Training & Development
Training Hours

Average training hours per employee

72%

Sustainable Supply Chains
Suppliers in EcoVadis

% spend coverage of suppliers entering EcoVadis platform

-1.7%

Product Quality & Design
Cost of Poor Quality

% change in cost of poor quality

84%

Innovation Product Development
Efficiency

% of on-time TCs for projects with sustainability tag

BEHIND THE VISION

Q: The use of sold products is one of Sidel's most significant emission sources. How is Sidel working to reduce the environmental impact of the machines it delivers to customers?

A: Every machine we sell marks the beginning, not the end, of its environmental story. The majority of our emissions occur downstream, over the entire lifetime our equipment spends running at customer sites. This is why the use of sold products is not a side topic for us, it sits at the heart of how we create value.
Our decarbonisation strategy works on two fronts: on one side, we continuously push the boundaries of energy and resource efficiency through technology and innovation.
Yet technology alone is not enough: sustainability is a journey we need to experience together, across the full value chain. So while we're engaging with our suppliers, we are also determined in having confident, credible conversations with customers, turning our solutions into measurable impact, one partnership at a time.

Q: In today's challenging economic and geopolitical environment, does it still make sense to talk about sustainability?

A: More than ever. When businesses are under pressure, sustainability can feel like a secondary concern.
But in reality, it is the opposite. Sustainability drives efficiency, it drives innovation, and it builds resilience. Companies that invest in reducing their energy consumption, optimizing their resources and future-proofing their operations are better positioned to navigate uncertainty. For our customers, a more sustainable production line is also a more cost-effective one. So sustainability is not a luxury for stable times, it is a strategic lever, especially in difficult ones.

Q: Looking back at 2025, what is the achievement you are most proud of?

A: Sustainability is a journey, and we're steadily progressing in our roadmap: we improved in all our material topics, advancing towards our ambitious targets. What I'm most proud of, is the commitment of the people at Sidel to keep our company at the forefront of sustainability, for our suppliers, our customers, our communities, and our employees.

Francesca Bellucci
Strategy and Sustainability VP

ECOVADIS

Sidel has adopted EcoVadis as a recognised framework to assess and monitor its sustainability performance, providing an independent and comprehensive evaluation across environmental, social and ethical dimensions. The EcoVadis methodology supports a structured and consistent review of sustainability management systems, policies and practices, enabling transparent benchmarking and continuous improvement.

In 2026, the Octeville Blowing & Services site was once again awarded the EcoVadis Gold Medal, achieving a strong score of 80/100. This result confirms the robustness, consistency and maturity of the sustainability management practices implemented at site level over time.

At the same time, the 2026 assessment further strengthened Sidel's Group-level performance, with the Group submission recognised with an EcoVadis Gold Medal, achieving an even higher score of 84/100. This result reflects the continued consolidation of sustainability practices at Group level and their effective integration across operations and functions.
Overall, these results represent a significant achievement and a defining moment in Sidel's ESG journey. They highlight the effectiveness of the Company's sustainability strategy and reinforce its ongoing commitment to continuous improvement and long-term value creation for all stakeholders.

GOLD | Top 5%
ecovadis
Sustainability Rating
APR 2026

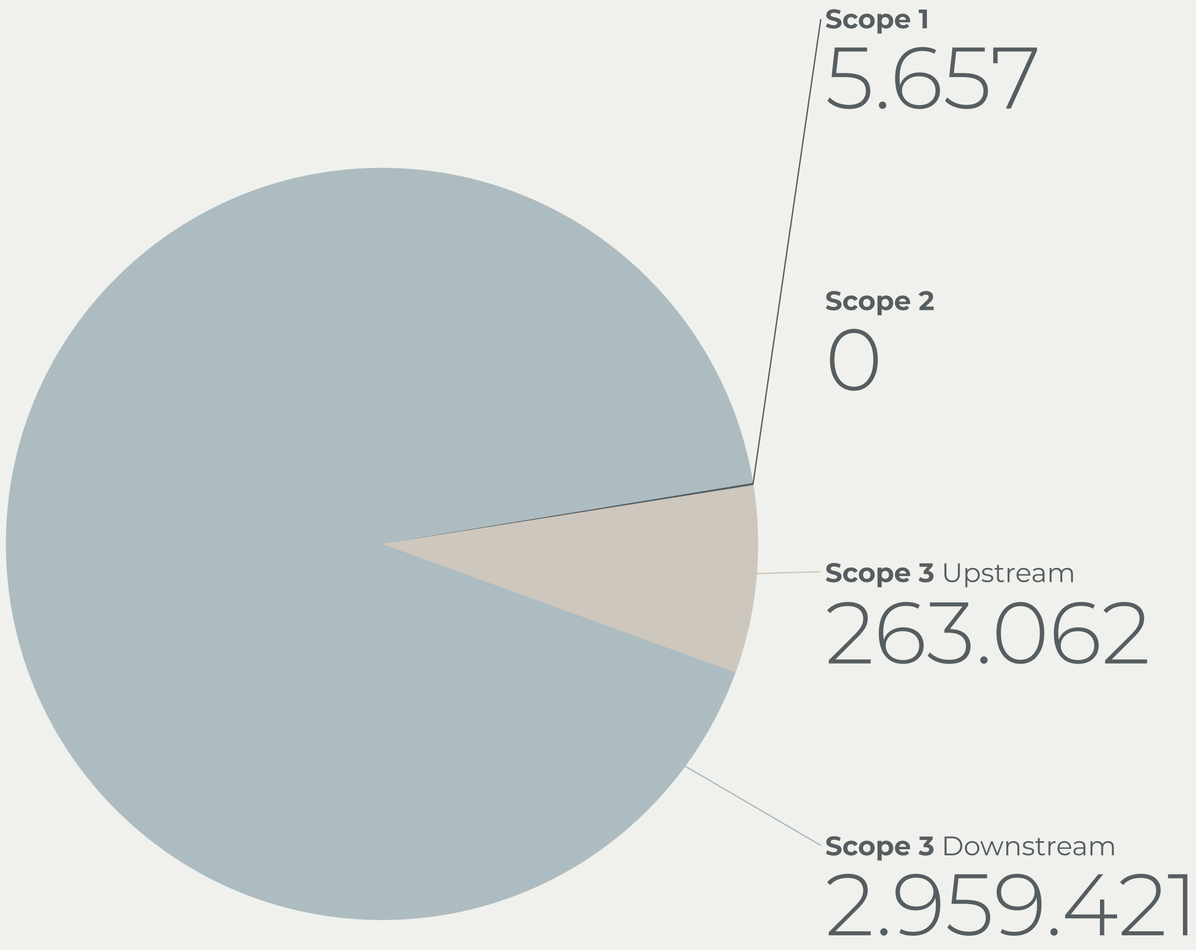
GOLD | Top 5%
ecovadis
Sustainability Rating
MAY 2026

REPORTING DISCLOSURE

A limited assurance has been performed on the following key performance indicators

Sidel Group has reported in accordance with the Corporate Sustainability Reporting Directive (CSRD) and relevant European Sustainability Reporting Standards (ESRS) for the period 1 January to 31 December 2025. Sidel group has engaged two third-party organizations to provide independent assurance of our reporting on selected non-financial key performance indicators. The indicators that are in scope cover ESRS E1-6 48-52 (visualized in the right) and S1-6 50b-c.

Read the independent assurance statement from EY.



Scope 1 and 2 emission figures now include commercial sites, following improvements in data accuracy and completeness. We have enhanced our data collection processes to provide a more comprehensive view of our emissions across all sites. Percentages for Scope 1, 2 and 3 are calculated based on the total GHG emissions market based, now including commercial sites. Refer to the Climate Change Table in the Appendix for specific ESRS Data points.

PLANET

Martina Pini
Sustainability Manager

At Sidel, we know that reducing carbon emissions requires transforming our entire value chain.
Our strategy is a truly collaborative effort, uniting teams across the business to drive real change. We work closely with our suppliers to develop low-carbon solutions and help our customers cut their emissions, making sure our climate actions deliver impact far beyond our own operations.

CLIMATE CHANGE

Climate change is one of the key challenges of our time, and companies play a crucial role in accelerating the transition towards a low-carbon economy.

In Sidel we shape the future of the packaging industry by providing our customers with high-performance solutions for product **protection**, **desirability**, **availability**, and **sustainability**.
Our ambitious ESG (Environmental, Social, Governance) targets ensure we proactively contribute to combat climate change, enforce human rights, and promote responsible governance. By integrating ESG principles into our strategy, we not only support global sustainability goals but also foster innovation and resilience throughout our operations.
In 2025, we reached a key milestone in our climate journey with the validation of our targets by the **Science Based Targets initiative** (**SBTi**), confirming that our decarbonisation roadmap is aligned with climate science and the **1.5°C** pathway. The SBTi is a global initiative jointly founded by CDP, the United Nations Global Compact, the World Resources Institute (WRI) and WWF, and it defines and validates science-based corporate climate targets in line with internationally recognised climate goals.

The initiative provides a globally recognised framework for assessing whether corporate emissions-reduction targets are consistent with the latest climate science.

Based on this validation, we committed to:

- reducing **Scope 1** and **Scope 2** emissions by **72.8%** by 2030 (vs. 2019)
- reducing **Scope 3** emissions by **30%** by 2030 (vs. 2019)
- **achieving net-zero greenhouse gas emissions across our value chain by 2050**

Moreover, on 22 January 2026, Science Based Targets initiative surpassed 10,000 companies with validated science-based targets, marking a major milestone in global climate action. As one of these validated companies, **Sidel is part of the advancing community driving credible, science-aligned decarbonisation worldwide**.

OUR ROADMAP TO DECARBONISATION

In our commitment to sustainability and climate action, we have established a structured, multi-phase approach to guide our decarbonisation efforts.

GHG INVENTORY

By improving our greenhouse gas (GHG) inventory and refining calculation methodologies, we have laid the groundwork for more accurate emissions reporting. This involved aligning with industry standards and updating methodologies to ensure more precise data for Scope 1, Scope 2, and Scope 3 emissions.

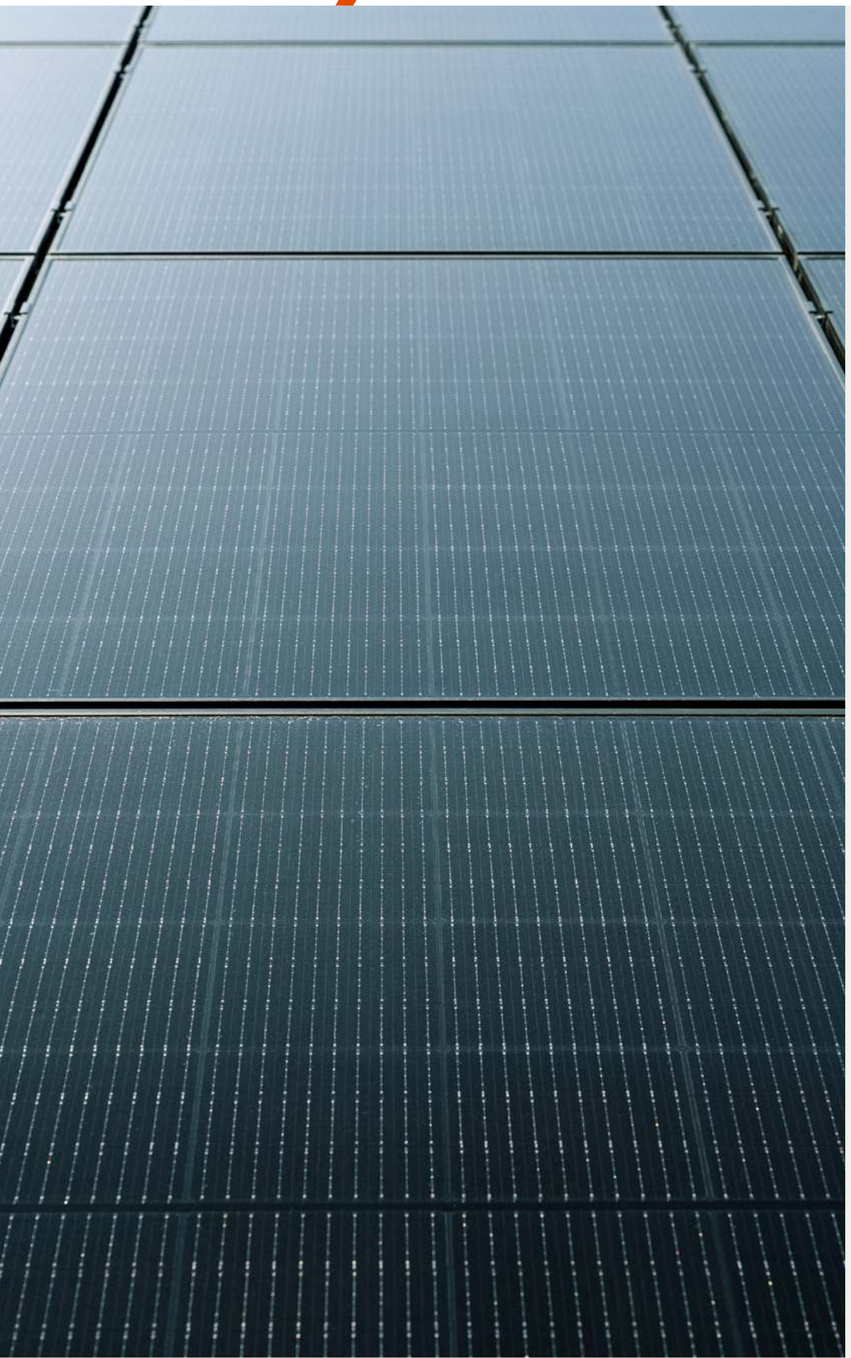
SCENARIO ANALYSIS

We have carried out an in-depth assessment of the external environment, analysing market trends, benchmarking against peers, and studying best decarbonisation practices. This process included mapping current and potential climate risks, both physical and transitional, and evaluating our position across different transition scenarios.

These efforts mark a significant step forward in our journey towards achieving net zero greenhouse gas emissions by 2050. However, our commitment does not stop here: we continue to work with dedication to strengthen our path towards net zero, maintaining a constant focus on achieving our set goals.

DECARBONISATION STRATEGY

We have developed a robust strategy that identifies key decarbonisation levers and assesses their financial implications. Sidel's decarbonisation strategy combines operational electrification and energy efficiency (heat pumps, fleet electrification, on-site solar, and 100% renewable electricity via EACs) with value-chain actions. Scope 3 emissions are addressed through supplier engagement and data quality improvements, the investigation of lower-carbon materials, and continuous product energy-efficiency improvements. Customer engagement and the progressive decarbonisation of electricity grids further support emissions reductions across the full lifecycle.



SCOPE 1 & 2 DECARBONISATION LEVERS

To achieve the targeted reductions in Scope 1 and Scope 2 GHG emissions, Sidel has identified the following key levers:

FOCUS SCOPE 1 & 2: DECARBONISATION IN OUR OPERATIONS

Heat pumps & energy efficiency

We are progressively replacing gas heating systems with energy-efficient heat pumps at numerous Sidel sites worldwide, alongside other measures such as efficient lighting upgrades.

Fleet electrification & charging infrastructure

We are progressing towards a lower-emission company fleet and expanding charging stations across our sites. Electric vehicle charging stations were installed during the year as part of a project to install 80 stations on Sidel sites in France and 14 in Italy that will be completed in 2026.

On-site renewable energy

Solar photovoltaic systems were completed in 2025 at our Beijing and Guadalajara sites. We now generate our own electricity at four sites, including Parma and Pune.

EACs

We procure renewable electricity through instruments such as Energy Attribute Certificates (EACs) to cover electricity consumption at our sites.

Renewable Energy Usage in Commercial and Production Sites

At our commercial sites, 100% of total energy consumption was sourced from renewable energy, while our production sites relied on renewables for 100% of their total energy needs.

SCOPE 3 DECARBONISATION LEVERS

SCOPE 3: UPSTREAM LEVERS

Scope 3 emissions represent the largest share of our carbon footprint and require collaboration across the value chain. Our approach focuses on three main levers:

Suppliers' decarbonisation
We integrate sustainability and emissions-reduction criteria into supplier engagement and selection, leveraging tools such as EcoVadis to support continuous improvement.

Spend consolidation & data quality
We work on consolidating procurement data and improving emissions calculation methodologies to strengthen decision-making.

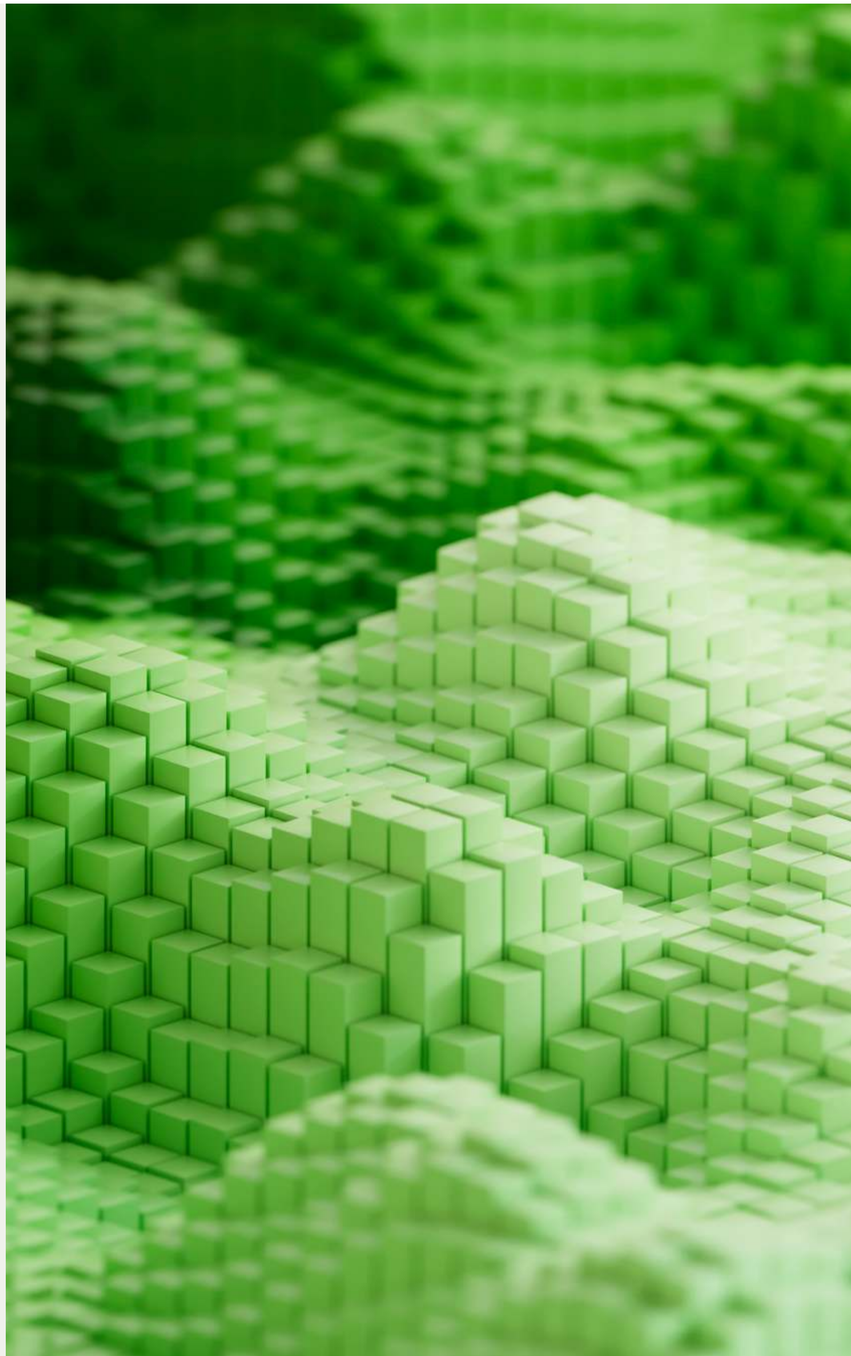
Lower-carbon alternatives
As market availability increases, we evaluate opportunities to replace conventional materials with lower-carbon alternatives, such as recycled or low-carbon metals and plastics.

SCOPE 3: UPSTREAM DOWNSTREAM

Energy efficiency in the use phase
Our R&D and product innovation activities aim to continuously improve the energy efficiency of our equipment once installed at customers' sites.

Electricity grid evolution
We account for the progressive decarbonisation of national electricity grids in the countries where we operate, monitoring regulatory developments and implementing tracking tools.

Customer engagement
We support and encourage customers' decarbonisation journeys by sharing knowledge and helping them identify the most sustainable solutions for their production needs.



SEAL BUSINESS SUSTAINABILITY AWARDS

Our commitment to climate action has been recognised with the achievement of two **SEAL Awards** in 2026. The first was given to the **EvoBLOW Laser**, a breakthrough for packaging in PET and recycled PET, which received the **Sustainable Innovation Award**. The second award was given to Sidel's latest tunnel pasteurizer, **SWING® Evo**, which received the **Sustainable Product Award**. Both awards highlight innovative technologies that offer tangible environmental benefits.

Laser-based preform heating, introduced by the EvoBLOW Laser, enables highly precise and controlled heating compared to traditional halogen systems. This precision supports lighter packaging designs, without sacrificing performance.

The laser technology also improves compatibility with recycled materials and offers energy savings opportunities among other benefits that improve line efficiency.

Thanks to advanced thermal control and a highly efficient design, the SWING® Evo Tunnel Pasteurizer optimises both **water** and **energy usage**. Engineered with care, this solution reduces the environmental footprint of production lines while ensuring reliable and consistent performance.

Together, these awards are recognitions of Sidel's commitment to sustainable packaging leadership, by delivering solutions that support climate action and accelerate the transition toward greener packaging ecosystems.

SEAL
AWARD WINNER
2026

Benedikt Brenken
Director R-Cycle

Empowering a truly circular economy hinges on transparent data and trusted collaboration along the entire value chain. As the EU's PPWR begins to apply from 2026, the ability to capture, share, and interpret detailed packaging data across the supply chain will become a decisive requirement for all market participants. R-Cycle is helping to pave the way by building a dynamic network that connects stakeholders end-to-end and by relying on the open, global standards of GS1. In doing so, we create a common language and digital infrastructure that not only enables reliable data exchange and compliance, but also unlocks new, future-proof business models. By combining digitalization with sustainability, we are putting data at the heart of circularity and shaping a resilient, competitive, and sustainable future together.

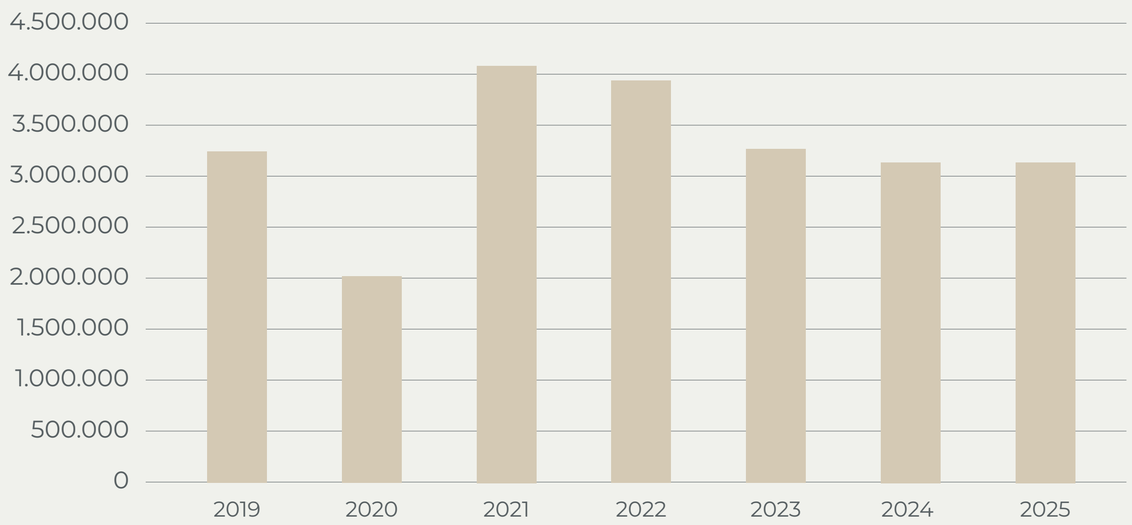
R CYCLE

Growing regulatory and sustainability requirements are increasing the need for structured and uniform data exchange across the packaging value chain.
This need is addressed by R-Cycle through its open, GS1-based Digital Product Passport (DPP), which plays a key role in supporting compliance with the EU Packaging and Packaging Waste Regulation (PPWR, Regulation (EU) 2025/40).
From August 2026, companies will be required to issue declarations of conformity for their packaging. Meeting this obligation depends on the availability of reliable, standardised data exchanged between packaging manufacturers, component suppliers and packaging users. R-Cycle provides the necessary framework by enabling consistent, traceable and quality-assured packaging data through the DPP.

In 2025, R-Cycle continued to broaden its impact through several key initiatives:

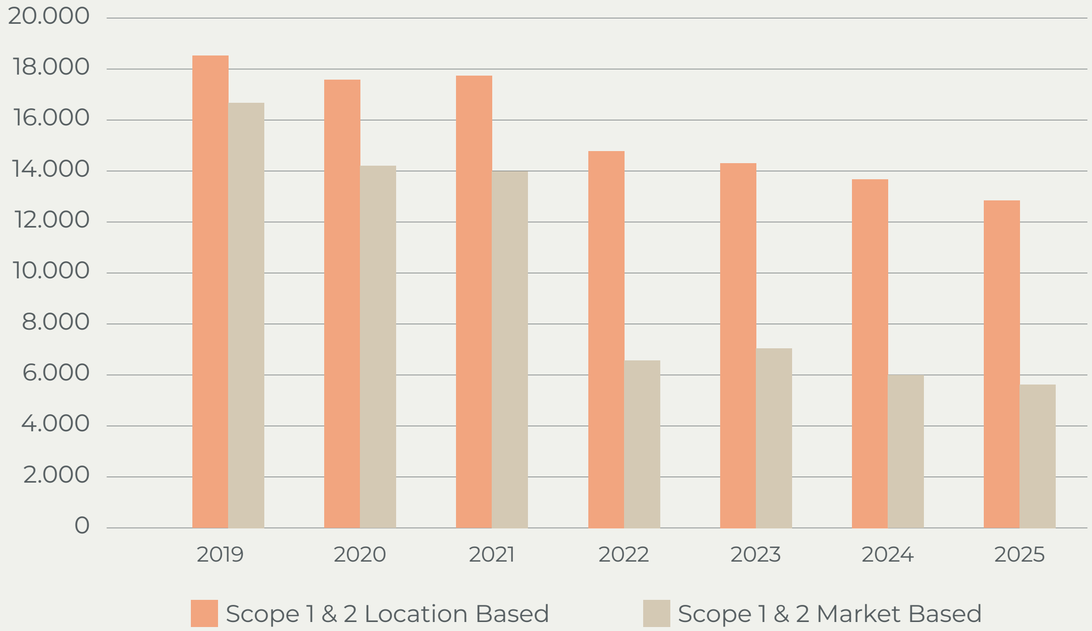
- Showcasing the Digital Product Passport (DPP) at major industry events, underlining its contribution to improved recyclability and enhanced availability of material data.
- Further refining and expanding initial carbon footprint studies to deliver deeper and more precise insights into sustainability performance.
- Hosting community workshops that brought together machine manufacturers, regulatory specialists and marketing experts to strengthen cross industry collaboration.
- Expanding the scope of DPP content through technical innovations, including the integration of detailed data and EPCIS based traceability, with a transition to EPCIS 2.0.
- Establishing dedicated working groups to tackle packaging sustainability challenges, including regulatory compliance, continued development of Product Carbon Footprint (PCF) studies and alignment with marking solution providers.
- Maintaining a strong presence at industry trade fairs to showcase progress, demonstrate new capabilities and actively engage with key stakeholders.

TOTAL GHG EMISSION MARKET BASED



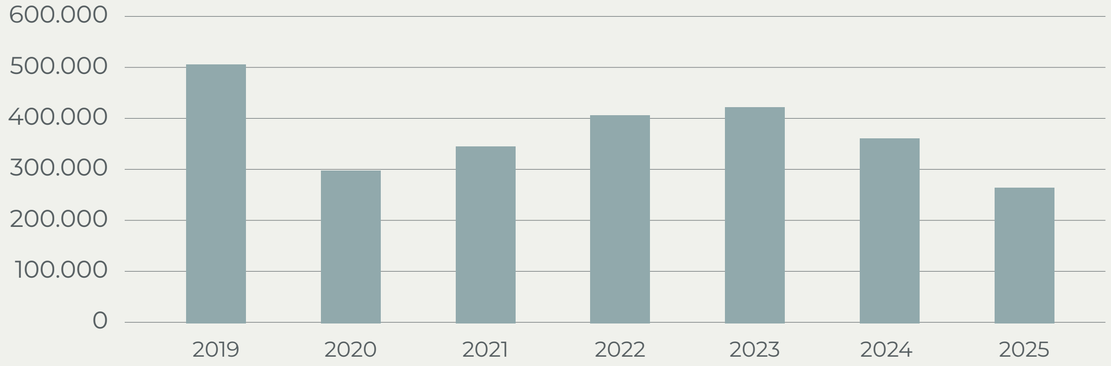
The overall emissions graph illustrates a slight reduction of 0,3% in our total GHG emissions from the baseline year to 2025.
For 2025 calculations, Sidel used DEFRA 2023 emission factors for Scope 1 (Stationary and Mobile combustion, and Refrigerants) and Scope 2 (steam).
For Scope 2 (electricity) and Scope 3 – Category 11 (Use of Sold Products), emission factors from the IEA 2024 dataset were used to ensure a more complete and up-to-date representation of electricity-related emissions globally.
Additionally, we revised our baseline by excluding three high energy-consuming sites that were closed, and by including commercial offices in the analysis across all years to ensure greater consistency in organisational boundaries.

SCOPE 1 & 2 EMISSIONS



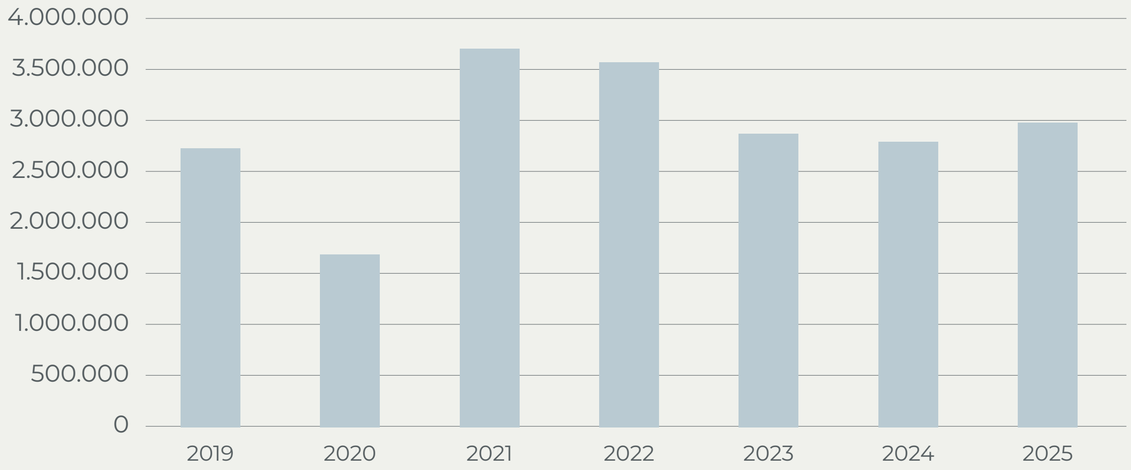
The graph shows our Scope 1 and Scope 2 GHG emissions from 2019 to 2025, with a target of reducing emissions by 72.8% by 2030.
Scope 1 includes stationary, mobile, and fugitive emissions, while Scope 2 covers purchased electricity and steam, calculated using IEA 2025 emission factors.
Emissions are reported using both market-based and location-based methods, in line with GHG Protocol standards, and include both Production and Commercial Sites.
Overall, emissions have decreased significantly over time, with market-based emissions consistently lower, reflecting our shift toward cleaner energy sources.

TOTAL UPSTREAM



The Scope 3 Upstream emissions, which include paid transportation, purchased goods and services, waste generated in operations, business travel, and employee commuting, are calculated using data from various sources.
The total Scope 3 Upstream emissions show a decrease by 28% compared to previous year. This reduction is primarily driven by lower emission intensity across several categories, improved supplier performance, more efficient logistics, and a shift towards lower-impact purchasing and transport options.

TOTAL DOWNSTREAM



In 2025, Scope 3 Downstream emissions for the “Use of Sold Products” category registered a marginal increase of 6% compared to the previous year. This contained variation reflects a year of sustained commercial performance, with a higher volume of equipment sold across our product lines , a result that underscores the continued market demand for Sidel solutions while keeping the related emissions footprint substantially stable.
Emissions are calculated using a combination of two approaches: an energy consumption-based method—multiplying hourly consumption by standard operating hours and the expected lifetime—and a cycle-based method where applicable. Energy consumption is then aggregated by country of sale and converted using country-specific emission factors from IEA 2025, reflecting the respective energy mixes.

Vincent Le Guen
Packaging VP

Circularity is not a distant goal, it is the lens through which we design, develop, and deliver. From lightweighting to recycled PET, every choice we make reflects our commitment to packaging that is built to last, to be reused, and to leave less behind.

CIRCULARITY & WASTE

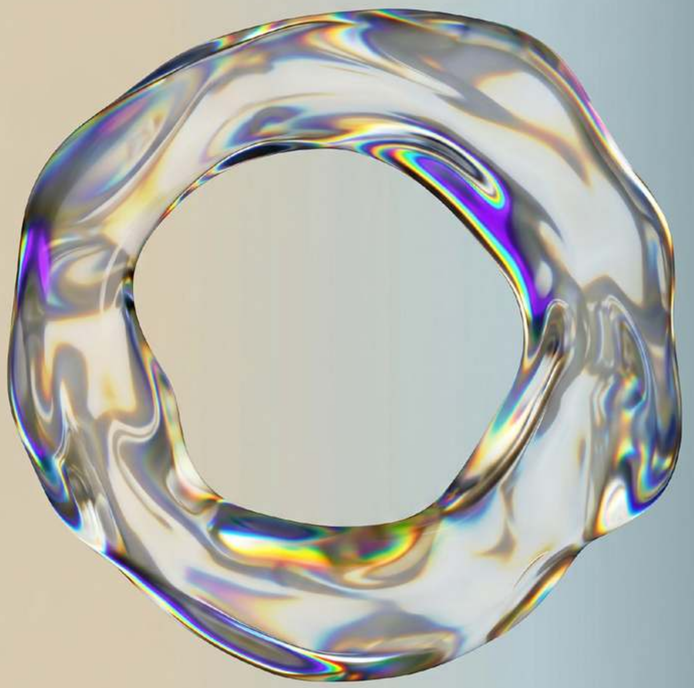
We see a future where circular solutions are at the heart of sustainable innovation. By advancing sustainable packaging and limiting the use of virgin materials, we strive to build a system centered on durability, reuse, and efficient resource management, generating lasting positive impact.

DESIGNING FOR A CIRCULAR FUTURE

At Sidel, we deliver practical circular economy solutions that help our customers meet their sustainability objectives. We embed Design for Recycling principles into our products, focusing on durability, and end-of-life recyclability. Through our product lifecycle management approach, we prioritise extended product use, reuse, and recycling, ensuring efficient use of resources across the entire value chain.

REDUCE & RECYCLE

We actively pursue lightweighting opportunities and incorporate recycled content, minimising resource consumption while prioritising the reduction of virgin materials and optimising packaging design for sustainability. Continuous improvement enables the use of safely recycled PET, strengthening both product quality and our commitment to circularity.



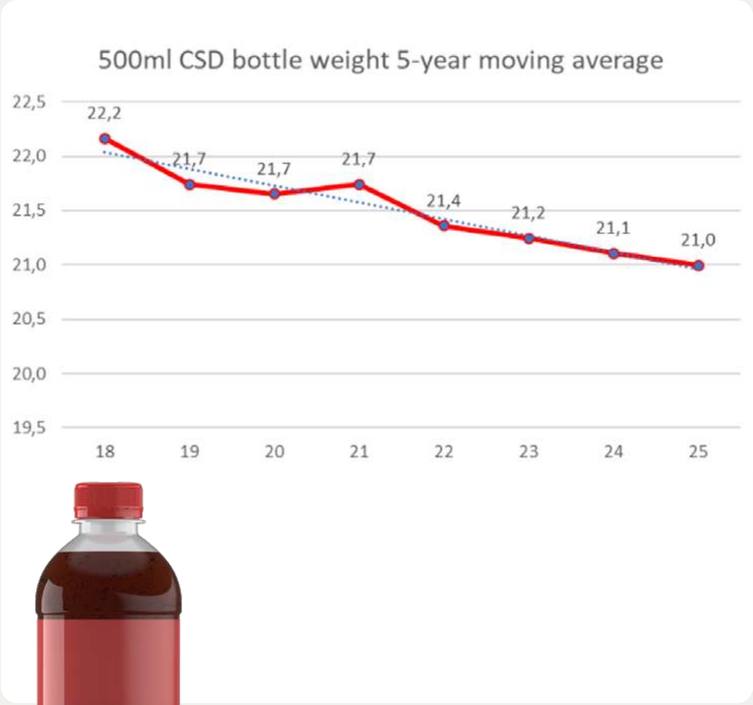
REDUCE

ADVANCING DESIGN FOR SUSTAINABILITY

Our design optimisation approach goes hand in hand with our commitment to packaging sustainability and regulatory readiness. We carefully develop bottle designs that perform reliably throughout the production and supply chain, while preserving bottle quality and product integrity.

In 2025, we continued to advance these efforts through design improvements, including the introduction of new neck formats, while preserving bottle performance. The data presented reflects all bottle drawings that have been transformed into projects. The bottle weight averages are calculated using a 5-year moving average (e.g., the average weight of all 500ml CSD drawings designed from 2018 to 2025).

Sidel's continuous lightweighting efforts have contributed to a reduction in the average market weight of CSD and still beverage bottles. The effects are monitored through internal databases, analysing the average weight of the bottle designs developed over time.



RECYCLE

Our commitment to recycling is demonstrated through packaging solutions specifically engineered to support effective material separation and optimise recycling performance. Over the years, we have steadily progressed in integrating 100% rPET into the design of packaging for our customers. Today, 35% of the packaging approved in our blow moulding feasibility centres already incorporates recycled PET.

The StarLITE-R® bottle base range enables the use of up to 100% rPET, contributing to lightweighting while maintaining high production speeds, suitable for water, juices, milk, and edible oils in formats from 0.25L to 2.5L. and for CSD. As a reference, switching from virgin PET to 100% rPET for a 0.5 litre juice bottle weighing 25 g can reduce CO_2 emissions by approximately 6,300 tonnes.

Through its small-scale recycling pilot line, Sidel supports the RePETable™ mission by advancing PET circularity. The pilot line reproduces each stage of the recycling process, providing a platform to assess and validate innovative primary packaging materials while ensuring they are designed for recycling.

REUSE

Our approach to reusability is centered on developing packaging designed for multiple use cycles, reducing dependence on single-use formats and contributing to waste reduction. We are committed to creating solutions that enhance durability and performance, ensuring packaging remains reliable over repeated use.

RETURNABLE PET BOTTLE

In the evolving market for reusable packaging, Sidel is actively leveraging its expertise in PET packaging to support customers as regulatory frameworks and reuse models take shape across the world. Within this context, Sidel is developing returnable PET (refPET) solutions along two key application streams, aligned with current market demand and future growth potential. For Carbonated Soft Drinks (CSD), Sidel's packaging experts have developed a dedicated returnable PET bottle design compatible with recycled PET content. The solution combines best in class lightweighting with the high mechanical resistance required to withstand internal pressure and multiple washing and reuse cycles. This balanced approach helps reduce material consumption while maintaining durability over several refill loops.

The design is available in multiple formats such as 1 L, 1.5 L and 2 L making it suitable for a wide range of CSD applications within established refill systems.

In parallel, and in response to the challenges introduced by the PPWR, Sidel is working on a second development stream dedicated specifically to still water, a segment where returnable PET does not exist but represents a significant opportunity for early market positioning. For this application, Sidel has developed a lightweight returnable PET bottle optimised for still water, enabling up to ~10% weight reduction. This solution maintains the necessary durability for reuse while unlocking new design freedom. The bottle is fully recyclable in standard PET recycling streams, supporting closed loop recycling once it reaches end of life, and offers a high degree of customisation in shape and appearance. This makes it well suited for both retail and HORECA channels, where functional performance must be balanced with brand differentiation and visual appeal.

PEOPLE

Marina de Barros
EVP Customer Management
Europe & Central Asia

Safety and wellbeing are shaped by everyday choices, shared accountability, and visible leadership. By eliminating risks, fostering openness and caring for our people, we create workplaces where everyone can work with confidence and thrive over time.

HEALTH & SAFETY AND WELLBEING

HSE ORGANIZATIONAL FRAMEWORK

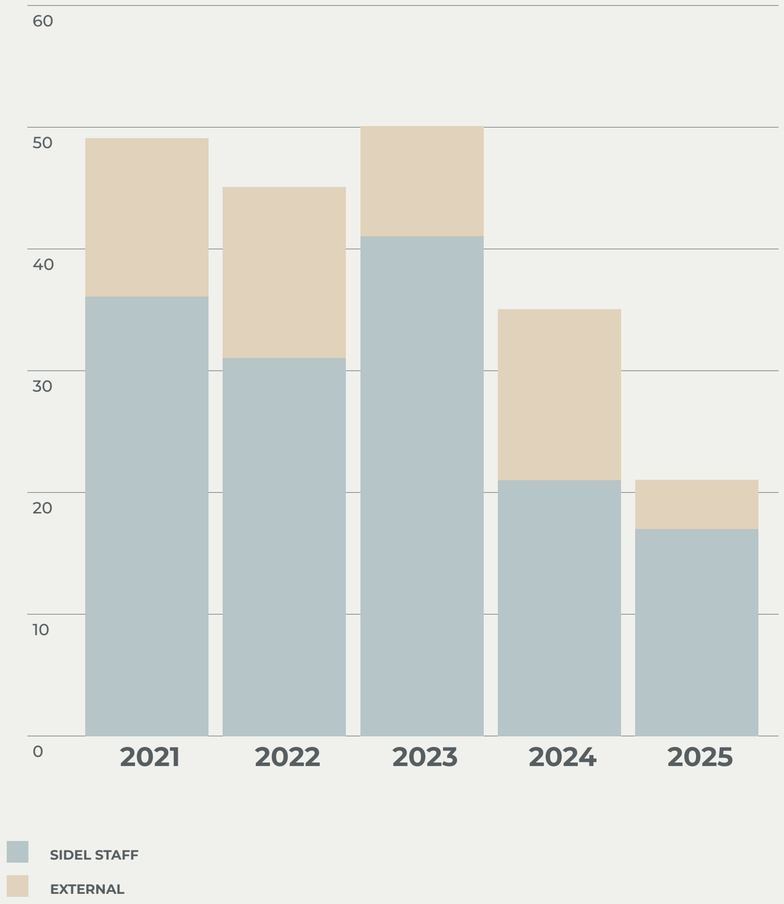
At Sidel, Health, Safety, and Environment (HSE) is central to our operations worldwide. Our global network includes dedicated HSE professionals and employee **safety leaders** who promote a strong safety culture and ensure safety is embedded in daily activities. This structure enables localized support to address regional safety needs effectively.

Our HSE Forum, composed of senior leaders, provides strategic oversight and ensures safety initiatives align with business objectives and performance goals.

A REMARKABLE YEAR

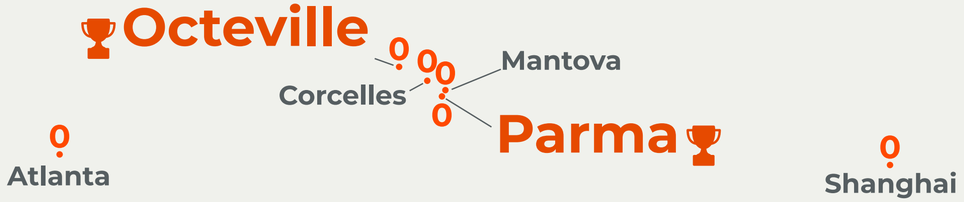
Sidel achieved strong safety performance improvements, with Lost Time Accidents reduced by **40%** and lost days decreasing from 1,400 in 2023 to **327** in **2025**, reflecting effective risk prevention and a well-established safety culture. We achieved this extraordinary success through a disciplined and consistent safety approach. Strong reporting improved risk visibility, a clear focus on high-risk activities strengthened prevention, and visible leadership reinforced accountability at all levels. This was further enabled by close collaboration across teams, embedding shared responsibility for safety into everyday operations.
While **zero fatalities** in 2024 and 2025 confirm solid safety governance, a 13% rise in **MTAR**, (**Medical Treatment Accident Rate**) indicates the need to better manage medical treatment cases. Moving forward, the focus will be on sustaining progress while reducing minor incidents.

LTA TREND



SALUTE THE WINNERS

2025 results confirm a strong reduction in **Lost Time Accidents** (**LTAs**) and a clear shift toward proactive, preventive safety management across sites and regions. Several locations including **Parma**, **Corcelles**, **Mantova**, **Atlanta**, and **Shanghai** achieved **a full year with zero LTAs** for Sidel staff, while **Parma** and **Octeville** recorded their **strongest LTA reductions since 2022**. In parallel, **AOA** (Africa, Oceania and Asia) and **ECA** (Europe and Central Asia), saw significant improvements, exceeding 2025 targets, with the Americas reaching zero LTAs during customer interventions. These results demonstrate the effectiveness of consistent, site-driven safety practices and strengthened prevention efforts across the organization.



Zero LTA year
during customer interventions

Significant reduction of LTAs
above the 2025 target

PREVENTING RISKS, PROTECTING PEOPLE

SAFETY WEEK

Safety Week 2025 united Sidel teams worldwide around a shared commitment to resilience and wellbeing. From late April to mid-June, sites across the globe came together through local initiatives such as **workshops**, **health sessions**, and **awareness activities**, reinforcing a collective culture where safety, balance, and resilience are embedded in everyday work.

15

sites participated
+ sessions on customers sites

41

events

more than

2,300

attendees

SAFETY AWARD

Sidel's team received **Nestlé Dieppe's 2025 Safety Award**, ranking first among more than 40 suppliers for outstanding health and safety performance during maintenance activities completed with **zero accidents**. The team was recognized for strong communication, vigilance, and professionalism, also earned internal **ECA Safety Recognition** and individual **STAR awards**. Looking ahead to 2026, we will promote a fair, non-blaming safety culture, adopt **TRAR** (**Total Recordable Accident Rate**), for improved benchmarking, strengthen predictive safety measures, expand external benchmarking, and leverage digital tools to further elevate our safety standards.

TRAVEL SECURITY

Travel security is an integral part of Sidel's duty of care framework. To protect employees travelling in higher-risk countries, Sidel relies on a structured travel security program supported by its global security partner, **ISOS** (**International SOS Group**). The program provides country risk assessments, pre-travel information, real-time monitoring, and emergency assistance, enabling timely decision-making and rapid response when required. These measures aim to ensure employee safety, business continuity, and responsible international operations.

SMART WORKING

At Sidel, Smart (Agile) Working is an established element of our people and sustainability commitment, designed to support employee well-being and work-life balance while ensuring operational performance, health and safety, and legal compliance. Group-wide guidelines are complemented by local policies aligned with national labour laws.

OUR WELL-BEING & RESILIENCE AT WORK APPROACH

Holistic Well-Being
Our global employee mental well-being plan takes a holistic approach. By addressing both professional and personal aspects, we aim to create a supportive environment.

Awareness and Education
We want to equip employees with tools to manage stress, build resilience, and recognize signs of mental health challenges.

Accessible Resources
We believe that access to resources is crucial. Our plan aims to include anonymous counselling services and online platforms where employees can find information, coping strategies, and self-help resources.

Reducing Stigma
We strive to eliminate the stigma associated with mental health. Open conversations, empathy, and understanding are at the core of our efforts. By fostering a culture of acceptance, we encourage employees to seek help without fear of judgment.

Giovanna Spina
Learning & Development Director

A culture of continuous learning helps companies respond quickly to shifts, drives innovation and to stay adaptable in today's fast-evolving business world. As AI and technology accelerate change, continuous learning inspires employees to take charge of their own development by updating their skills for career advancement and for staying relevant in the workplace.

EMPLOYEE TRAINING & DEVELOPMENT

FOSTERING A CULTURE OF LIFELONG LEARNING AND GROWTH

At Sidel, we foster a culture of continuous learning, empowering employees to grow personally and professionally. Through **upskilling**, **reskilling**, and **promoting lifelong learning**, we enable our people to enhance their performance, drive innovation, and contribute to sustainable business success.

Our **eLearning catalogue** offers flexible, anytime access to different trainings in professional development, leadership, digitalization, AI, and functional skills. In 2025, 84% of employees engaged, completing 8,100 learning hours, demonstrating strong commitment to growth. We also launched a language learning platform to enhance English proficiency and support learning new languages. Following a successful 2024 pilot, in 2025 we fully implemented our new Management and Leadership programs **eXtra BOOST** and **eXtra INSPIRE**:

- **BOOST** program supports first-time line managers in developing core people management skills and a consistent team development approach through a three-month blend of workshops, virtual sessions, and group coaching.
- **INSPIRE** program for experienced leaders offers a four-month journey with virtual sessions, face to face workshops, and peer coaching to strengthen leadership, collaboration, and business impact across Sidel.

Both programs were rolled out globally, engaging 200 managers, and received highly positive feedback. The initiative will continue in 2026. Looking ahead, we are actively preparing for the future by identifying and developing critical capabilities across the organization. This ongoing effort will ensure that our people have the skills, systems, and processes needed to drive success in 2026 and beyond.

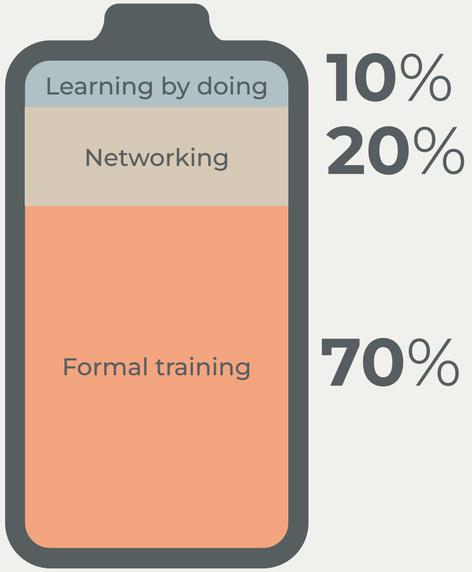
EMBEDDING A CULTURE OF CONTINUOUS FEEDBACK

At Sidel, feedback is central to employee growth, helping individuals enhance skills, performance, and engagement. We promote a culture where feedback is continuous, not limited to annual reviews. Our Annual Performance Appraisal fosters open dialogue between employees and managers, while Multi-Rater Feedback enables input from peers and leaders anytime, encouraging ongoing learning, personal development, and collective success across the organization. This achievement was further reinforced by individual STAR awards, highlighting how everyday safety behaviors and collaboration are recognised and valued.

EMPOWERING GROWTH THROUGH PERSONALIZED DEVELOPMENT

To strengthen employee growth and career progression, we have introduced the **Individual Development Plan** (**IDP**), a strategic framework that enables managers and employees to co-create tailored development paths aligned with individual goals, career aspirations, strengths, and areas for improvement. Hosted within our Learning Management System (LMS), which we call “myLink”, the IDP serves as a valuable tool to guide meaningful conversations between managers and employees. It helps identify the right combination of learning and work experiences to support professional advancement.
Our approach follows the **70-20-10 development model**, which emphasizes that 70% of learning comes from on-the-job experiences, 20% from social interactions such as coaching and mentoring, and 10% from formal training. This balanced model ensures that employees gain practical, relevant skills while continuously enhancing their performance and potential. We launched the **Sidel Mentoring Program** pilot in the Americas, a way to promote knowledge sharing and collaboration by pairing employees in learning partnerships to exchange technical expertise, organizational insights, and professional guidance.

The six-month program includes goal setting, regular check-ins, and feedback sessions, supported by structured tools such as self-assessment forms and mentorship agreements to ensure impactful and successful mentoring relationships.
In partnership with Tetrapak and Delaval, we are also supporting professional development and best practice exchange by offering **cross-industry mentoring**.



CULTIVATING THE NEXT GENERATION TALENTS

In 2025, we advanced our **Future Talent Program**, reinforcing our commitment to developing the next generation of professionals through a dynamic twelve-month rotational journey with international exposure.
Recent graduates explore various business areas, gaining hands-on experience and a broad understanding of Sidel's operations. Supported by dedicated tutors, participants benefit from accelerated learning, skill-building, and continuous guidance.
In 2025, we revamped the **"Incubator"** program, an eight-month accelerated leadership development program designed to strengthen key skills through mentoring from our Executive VPs, strategic projects, networking, and cross-department collaboration.
Throughout the program, with sessions hosted across various Sidel sites, participants work closely together, collaborating across functions, exchanging ideas, and gaining fresh perspectives, while building strong professional and personal connections.
This initiative demonstrates Sidel's dedication to nurturing talent and empowering people through continuous learning, collaboration, and innovation.

CELEBRATING ACHIEVEMENT AND INSPIRING SUCCESS

At Sidel, we value **Success Behaviours**, the "how" of our everyday actions for our customers, our performance, and our people. Equally, we value **Expertise**, the deep technical competencies and know-how that create value for our customers and for Sidel.
That's why, in 2025, the Recognition Program was extended to also celebrate **Sidel Expertise**. In addition to the three **HERO Award** winners, exceptional role models who embody the core behaviors that define Sidel's culture and success, we proudly recognized the first three **EXPERT Award** winners, a new recognition category to honor our experts, acknowledging their deep technical expertise and invaluable contributions to our collective success.
Recognition remains a powerful catalyst for engagement and performance, because we not only honor excellence but also strengthen the shared values and teamwork that unite us across the organization.

Alessandra Borghini
VP People Development & Reward

At Sidel, we believe our differences strengthen our organization and generate lasting value for our people, customers, and communities. We see true inclusion as the result of consistent and meaningful action. By empowering our people through education, mentorship, and equitable opportunities, we foster a workplace where every voice is heard, every perspective is valued, and everyone can thrive.

DIVERSITY, EQUITY & INCLUSION

BRINGING OUR VALUES TO LIFE THROUGH INCLUSION

At Sidel, we are committed to promote an inclusive environment where equity is more than a principle it's daily practice. We strive to ensure fairness and equal opportunity for all, embracing diversity across gender identities, abilities, generations, nationalities, and ethnic backgrounds. Our goal is to create a safe and supportive space where every employee can express their authentic self and where diversity is recognized as a true source of strength.

We believe that **diversity**, **equity**, and **inclusion** (**DEI**) are essential drivers of innovation, better decision-making, and deeper connections with our customers and communities.

In 2025, we advanced our DEI strategic priorities by taking tangible actions to build a more inclusive workplace, one where every individual feels valued, respected, and empowered to contribute to Sidel's collective success.

BUILDING A WORKPLACE WHERE EVERYONE BELONGS

In 2025, our **Diversity Action Plan** focused on strengthening awareness and expanding learning opportunities to further embed diversity, equity, and inclusion into our culture. We launched comprehensive training programs for all employees, emphasizing the importance of DEI as a foundation for collaboration, innovation, and respect in the workplace.

To support inclusive hiring practices, we introduced specialized training for recruiters, equipping them with the tools to attract and engage diverse talent. Similar initiatives will soon be extended to hiring managers to ensure equitable and inclusive decision-making throughout the recruitment process.

Empowering women continues to be a key priority, with dedicated programs designed to foster confidence, leadership, and resilience among our female employees. Through these ongoing efforts, we are shaping a workplace where every individual feels valued, respected, and empowered to reach their full potential.

BOOSTING DIVERSITY THROUGH MENTORSHIP AND CONNECTION

At Sidel, we believe mentorship is a powerful way to promote inclusion and personal growth. Our **Mentoring Program**, launched as a pilot, places a strong emphasis on diversity and equal opportunity. With plans to expand company-wide in 2025, the program is designed to maintain a balanced structure—ensuring at least 50% female participation among mentors and mentees. As part of our broader diversity and inclusion strategy, we also plan to introduce **unconscious bias training** to further support fair and inclusive mentoring relationships.

To encourage **generational diversity and knowledge sharing**, our **Buddy Program** connects experienced employees with newcomers, fostering collaboration, learning, and a sense of belonging. Now fully integrated into the onboarding process, every new employee is paired with a buddy who helps them navigate their new role and adapt to Sidel's culture.
Together, these initiatives reinforce our commitment to building a supportive, inclusive environment where employees can learn from one another, grow together, and contribute to a stronger, more connected organization.

Ilaria Piccinini
Sustainable Sourcing Manager

Human rights are a core pillar of Sidel's responsible business practices. Our approach is built on strong governance, clear accountability, and the ability to act promptly when risks or concerns arise. By reinforcing transparent grievance mechanisms and embedding human rights expectations into our ways of working, we strengthen trust with employees, suppliers, and stakeholders. Creating a safe environment to speak up is essential to preventing harm and protecting people.

HUMAN RIGHTS

People are at the core of everything we do. In line with the UN Guiding Principles on Business and Human Rights (UNGPs), we remain committed to protecting and advancing the rights of all individuals. Through our **Human Rights Action Plan**, we are actively developing our Due Diligence processes, building the structures and mechanisms needed to turn this commitment into meaningful action and foster a respectful, empowering environment for everyone who plays a part in our success.

DELIVERING FAIR WAGES ACROSS THE WORLD

We hold a firm belief that fair compensation is a fundamental right. A **living wage** is not simply about complying with local minimums; it is about ensuring that workers and their families can meet their basic needs, from food and housing to healthcare and education, with dignity. The specific threshold may differ by country, but the underlying principle is universal: work should provide enough to live on, not just enough to get by.

PREVENTION, MITIGATION, AND REPAIR

Proactive risk management sits at the heart of our human rights commitment. In 2025, we continued advancing our Human Rights Action Plan, conducting periodic updates to our Risk Assessment, tracking progress through **defined KPIs** covering supplier audit coverage and human rights training, and ensuring our commitments translate into measurable outcomes across the business.

We actively work to limit negative impacts by holding our supplier relationships to higher standards.

To ensure concerns can be raised early and acted upon swiftly, we maintain accessible grievance mechanisms for employees, contractors, external workers and suppliers alike. We are actively working to improve the accessibility of reporting channels for external workers, ensuring that everyone connected to our operations has a clear and confidential way to raise concerns, regardless of their employment status. Early detection and swift response are embedded in how we approach sustainability across the business.

Where a human rights issue does arise, we take full awareness and act promptly. Our response involves thorough assessments, stakeholder engagement, and corrective actions to prevent recurrence, working closely with affected parties to ensure any harm is acknowledged and meaningfully **remedied**.

CODE OF CONDUCT

Every employee and supplier we work with is expected to uphold the highest ethical standards, as set out in the Tetra Laval Group Code of Business Conduct. Rooted in the UNGPs, this code reflects our dedication to integrity, fairness, and sustainability. It ensures that all applicable laws are respected, that our workplaces are free from discrimination and harassment, and that sensitive information is handled with care. It also drives ongoing efforts to reduce our environmental impact, keeping responsible business practices at the heart of everything we do.

ENHANCING ETHICAL GOVERNANCE

This year, we took meaningful steps to strengthen our governance framework, establishing a dedicated structure bringing together Legal, Supply Chain, and HR, with a Steering Committee for strategic oversight, a Core Team to drive implementation and monitor progress, and an Extended Team to support delivery across specific areas of responsibility.Developing our people and upholding high ethical standards are deeply interconnected.
We continue to invest in career development, secure reporting channels, training, and policies that reflect our values. As part of our Human Rights Action Plan, we are working on rolling out mandatory Human Rights Training across the organization and finalizing an updated Recruitment Policy that incorporates a formal Human Rights Statement, embedding our commitments at the very start of the employment journey. This year, we have deepened the integration of social and environmental considerations into our wider framework, strengthening our approach to protecting both direct employees and workers across our operations.

We are raising social standards within supplier contracts and reinforcing our mechanisms to identify and address human rights risks, with particular care for vulnerable situations. A newly introduced risk monitoring tool aggregates external data to flag potential environmental and human rights concerns across our supplier network, with each alert verified by our teams to ensure informed human judgement remains at the heart of our oversight.

Melina Mancini
Sustainability Expert

Feeling part of a team, sharing meaningful experiences, and carrying forward a positive message are not just pleasant aspects of work, they are what make a workplace truly rich and fulfilling. At Sidel, we are committed to creating the conditions for this to happen. Through togetherWE, togetherWE GROW, and the Sustainability Builders, we bring people together, strengthen their knowledge of sustainability, and foster an environment where employees feel valued, connected, and motivated to bring their best selves to work every day.

3 GOOD HEALTH AND WELL-BEING

EMPLOYEE SOCIAL BONDING AND LEISURE ACTIVITIES

At Sidel, we place significant importance on the holistic well-being of our employees. We believe that shared experiences strengthen collaboration and build lasting connections. That's why we actively promote group activities that encourage physical movement, mental balance, and a resilient mindset.
In 2025, we implemented 186 initiatives, including 82 guided by SDG 3: Good Health and Well-Being, which was our focus for the year, engaging 2,946 participants across 26 sites worldwide. TogetherWE is a shared conceptual framework that brings together a variety of on-site initiatives aimed at promoting sustainability, including activities focused on physical and mental well-being, such as yoga and meditation sessions, workshops on managing work-related stress, and cancer screenings.

These initiatives have helped promote healthier lifestyles, raise awareness, and strengthen a culture of prevention and well-being across our global sites. Looking ahead, we aim to keep togetherWE network lively and proactive as it is now, and to expand it to all Sidel locations, ensuring every employee has the opportunity to connect, collaborate, and contribute.

together WE. Sidel

186
initiatives

2,946
participants

26
sites worldwide

DRIVING SUSTAINABILITY TOGETHER: THE POWER OF TOGETHERWE GROW

The **togetherWE GROW** platform empowers all Sidel employees to actively participate in the company's global sustainability journey. Designed as an engaging and educational hub, it offers opportunities to explore Sidel's sustainability initiatives, expand knowledge, and take part in interactive learning experiences.
By using a gamified approach, the platform motivates employees to engage with one another, exchange insights, and incorporate sustainability into their everyday habits. It inspires people to turn digital participation into real-world impact, from adopting environmentally responsible practices such as cycling to work or reducing food waste, to promoting social and governance priorities, including respect for human rights, health and safety awareness and employee training.
Collaborative learning sessions make the program stronger and help everyone share responsibility for sustainability. Each month introduces a new learning theme centered on a specific sustainability topic; for instance, July focused on Good Health and Well-Being, supported by targeted training and on-site activities at Sidel locations.

A global leaderboard highlights employee engagement, recognizing those who accumulate the highest number of Green Coins through training completion, teamwork, and sustainable actions.
In 2025, a key advancement was the introduction of "**Able**", an AI-driven assistant designed to elevate the togetherWE GROW experience by offering customized learning journeys, insights, and content suggestions aligned with each employee's preferences and availability.
With more than 1,900 active users, togetherWE GROW continues to weave sustainability into daily routines, enhance awareness, and build shared knowledge, strengthening Sidel's culture of sustainability and collective growth.

*Sustainability*Builders NETWORK: EMPOWERING ESG LEADERSHIP

At Sidel, the ***Sustainability*Builders Network** plays a pivotal role in embedding our ESG strategy throughout the organization and strengthening stakeholder engagement. They act as connectors, ambassadors, and changemakers, turning sustainability from a strategy into something lived every day.
In this way, the network helps identify emerging opportunities, innovative ideas, and potential challenges, supporting a forward-thinking approach to ESG.
Through regular **roundtables and brainstorming sessions**, the network fosters a culture of continuous improvement and innovation. These interactions have proven highly valuable, providing insights through periodic discussions and quarterly meetings.
Looking ahead, we aim to **expand the network**, harness their expertise, and involve them even more deeply in shaping future initiatives.

LIFE AT SIDEL

"A global community for you to grow, thrive and make an impact"

At Sidel, everything starts with our people. It is the talent, commitment, and expertise of our employees that enables us to meet the biggest challenges of our industry, for people and the planet. Our Employee Value Proposition is designed to attract and keep exceptional talent, inspire employees to do their best work, and align our people's aspirations with our organisational goals.

Life at Sidel captures what makes us unique: why candidates choose to join us, why our employees stay and grow with us, why they give their best every day, and why they take pride in being part of the Sidel community. By consistently demonstrating and nurturing this value, Sidel enhances its ability to engage, retain, and inspire talented people. Ultimately, this continuous improvement boosts employee well-being and satisfaction, and makes Sidel a more appealing and rewarding place to work.

1

Be part of a global community that is diverse and founded on strong ethical values. It provides opportunities to make an impact and enable employees to unlock their potential through various programs and training.

2

Make an impact and innovate for food, beverage and personal care customers, people and the planet

3

Unlock your potential and thrive in a nurturing environment devoted to growth and well-being

RESPONSIBLE BUSINESS PRACTICES

Mattia Cenci
Innovation & Program Management VP

True innovation requires an open mind and the courage to think out of the box, beyond every boundary. By embracing speed and exploring every market opportunity without hesitation, we work to unlock solutions that create lasting value for our business, for people, and for the planet we share.

PRODUCT INNOVATION & DIGITALIZATION

We are committed to using new technologies and digital transformation to create more sustainable equipment and machinery solutions. Our innovation strategy aims to increase efficiency and reduce environmental impact by optimizing energy and resource use, lowering chemical consumption, and improving productivity.
For decades, we have provided complete, endtoend solutions; in recent years, this approach has been further enhanced through the integration of connectivity and digital capabilities. Today, we help customers optimize resources, reduce environmental impact, and achieve long-term value across the complete production line.

DRIVING PROCESS THROUGH INNOVATION

The development of our solutions is guided by a set of core values pillars, each representing a distinct and complementary dimension. Among these, the following can be highlighted: Efficiency encompasses energy use, decarbonization, productivity, and overall system optimization. Modularity supports adaptable design, enabling solutions to evolve in response to changing needs. Simplicity drives value by eliminating unnecessary complexity and enabling robust, reliable and repeatable system design and process. Intelligence reflects our ongoing work in areas such as advanced vision systems, robotics, mechatronics, and new sensor technologies, driving smarter and more responsive operations. Across all of these, a constant focus on optimising the relationship between packaging and equipment ensures integrated solutions that work seamlessly together.

SUSTAINABLE PRODUCT INNOVATIONS

EvoBLOW LASER

In September 2025, Sidel publicly introduced the EvoBLOW Laser at Drinktec, one of the leading international trade fairs for the beverage and liquid food industry. The technology is the first industrialized PET blow-moulding system to use laser-based preform heating, replacing the halogen heating approach that has been standard across the industry. Prior to its launch, the system underwent extensive field testing and has been validated in real production environments. The EvoBLOW Laser contributes to improved resource efficiency across several dimensions, including **reduced bottle material consumption approximately 10%** compared to conventional solutions, greater compatibility with recycled PET content, and improved packaging line efficiency.

ASEPTIC PREDIS X4

A second key innovation is Sidel's Predis X4, an integrated blow-fill-cap solution that incorporates Predis® dry preform sterilisation, making it ideal for sensitive beverages in PET bottles. The system combines the highest food safety standards, ease of use, extreme flexibility and sustainability advantages. The technology ensures a high level of decontamination, minimising the sterile zone while maintaining high performance. It includes features such as a 'smart box' for monitoring aseptic conditions without stopping production. Its sustainable design uses no water for sterilisation, minimises greenhouse gas emissions and chemical use, and **reduces air consumption through 100% blow-air recycling**. Sidel's offering for sensitive products extends well beyond the line equipment itself to achieving optimised performance over time. As a true partner, Sidel leverages its expertise in everything from product characterisation to modular services once the line is in production and provides state-of-the-art training globally.

DIGITAL & DATA DRIVEN

Sidel continues to accelerate its digital transformation through the EvoON® Suite, now integrated into the vast majority of new equipment and positioned as a key enabler of smarter, more efficient and more sustainable production. EvoON® combines secure IIoT connectivity via the Sidel Cloud Connector, providing 24/7 access to actionable performance data from equipment level up to line and plant views. Powered by AI as well, EvoON® embeds predictability, early detection and benchmarking capabilities directly into the cloud platform, enabling customers to move from reactive operations to datadriven, anticipatory decisionmaking. The suite includes dedicated applications such as Evo ON® Performance, which automates data acquisition and supports OEE improvement through root cause analysis of inefficiency and downtime, and Evo ON® Care, which enables predictive maintenance by detecting abnormal conditions and helping users anticipate failures before they cause unplanned stoppages. From a sustainability perspective, Evo ON® Eco monitors utilities and energy consumption (e.g., power, high pressure and compressed air), identifies reference consumption levels for recipes/SKUs, and can trigger real time alerts when deviations occur helping operators reduce waste and optimise resource usage.

Ilaria Piccinini
Sustainable Sourcing Manager

At Sidel, we are proud of the progress achieved, while remaining fully aware that building a sustainable supply chain is an ongoing journey. Our commitment goes beyond our own operations, extending to close collaboration with suppliers to strengthen responsible, resilient, and transparent practices. Challenges remain, but they are key drivers of learning and transformation. By continuously working together, we aim to create lasting value for our business, our partners, and for people and the planet.

SUSTAINABLE SUPPLY CHAIN

At Sidel, we actively support our suppliers throughout their journey to increase their positive impact on people and the planet.

BUILDING TOMORROW'S RESPONSIBLE SUPPLY CHAINS

We embrace ethical and environmentally responsible practices across our entire supply chain, recognizing that real sustainability can only be achieved by working together. Through close collaboration with our suppliers, we support high standards across all ESG dimensions, ensuring integrity at every step. Our Sustainable Supply Chain Strategy is grounded in partnership, accountability and continuous improvement. With this approach, we not only strengthen our own operations but also support and empower our suppliers in adopting more sustainable practices.

BUSINESS CONDUCT FOR SUPPLIERS

Our Supplier Code of Business Conduct provides a clear framework for aligning our supply base with key ESG principles and fostering a culture of shared responsibility.

In 2025, we updated the Code, now publicly available on our website, to reinforce expectations on ethical behaviour, human rights protection, digital security, as well as sharing our grievance mechanism, further strengthening the resilience of our supply chain. We encourage suppliers not only to meet these standards but to continuously improve by assessing their operational and environmental impacts and implementing targeted action plans where needed.

TRACKING OUR PROGRESS, STEP BY STEP

As part of our Environmental and Social Evaluation (ESE) program with suppliers, we are marking a successful first year of using EcoVadis assessment methodology into our Supplier Scorecard to evaluate how companies embed sustainability and CSR principles into their operations and management systems.
To ensure sustainability is embedded from the very beginning of the supplier relationship, we strengthened our qualification process by making this assessment a mandatory requirement. This approach allowed us to exceed our targets for both spend and supplier coverage, while also improving our overall supplier risk profile by reducing the proportion of high-risk suppliers and increasing the share of low-risk ones.
We continue to expand the program with the ambition of mapping and onboarding suppliers that represent **more than 80% of our total business**.
Progress to date has been strong: a significant portion of our supply base has already been assessed, and we are closely monitoring key environmental, social, and governance (ESG) indicators. This structured evaluation enhances accountability and transparency across our supply chain while supporting continuous improvement. It provides a comprehensive view of supplier performance across four key areas: environment, labour and human rights, ethics, and sustainable procurement.

ENVIRONMENT

Evaluates a company's environmental impact, with emphasis on reducing emissions, managing waste, and improving resource efficiency.

LABOUR AND HUMAN RIGHTS

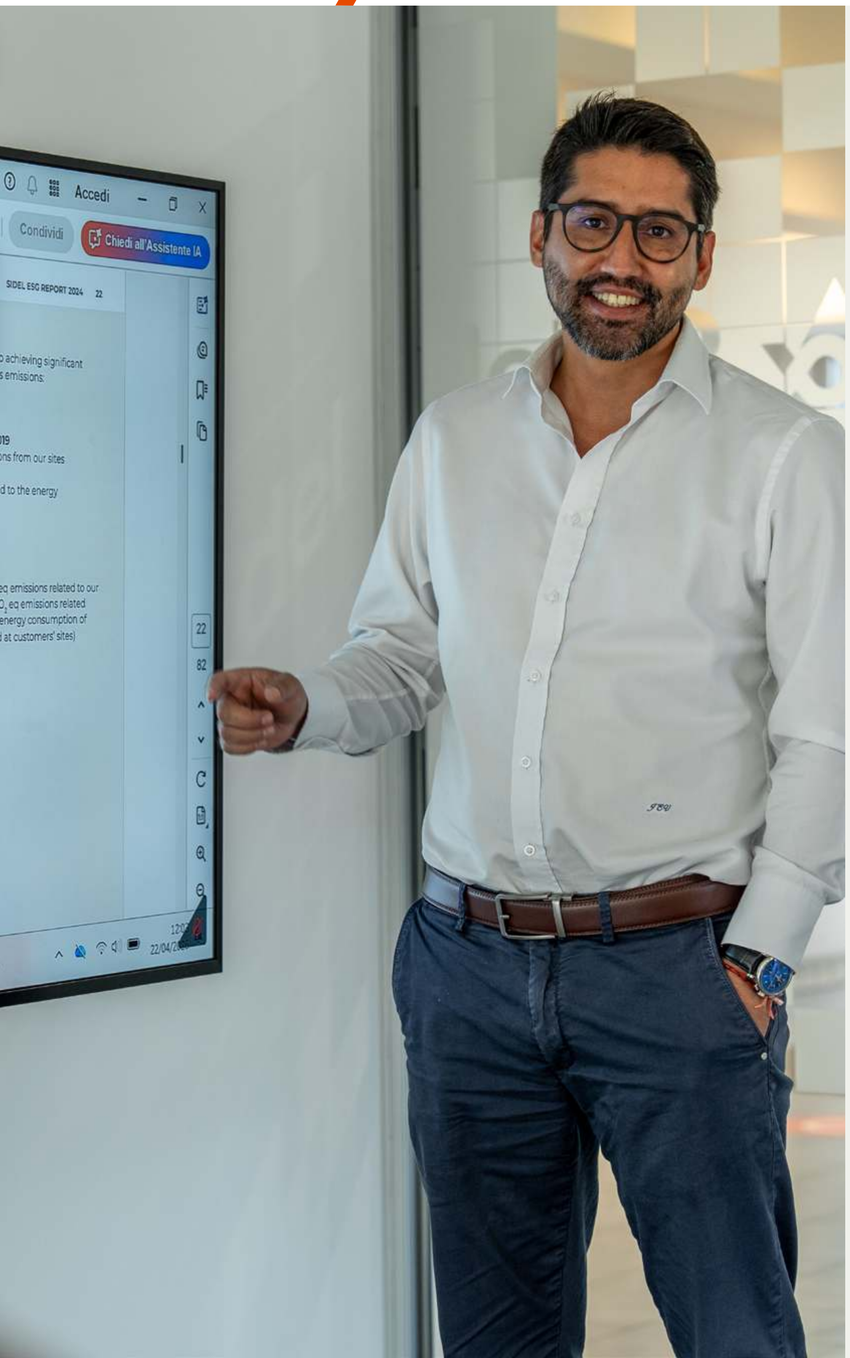
Examines workforce practices, diversity and inclusion efforts, and compliance with human rights standards throughout the supply chain.

ETHICS

Assesses integrity, ethical behaviour, anti-corruption practices, and transparency.

SUSTAINABLE PROCUREMENT

Evaluates responsible sourcing practices, supplier collaboration, and sustainability commitments.



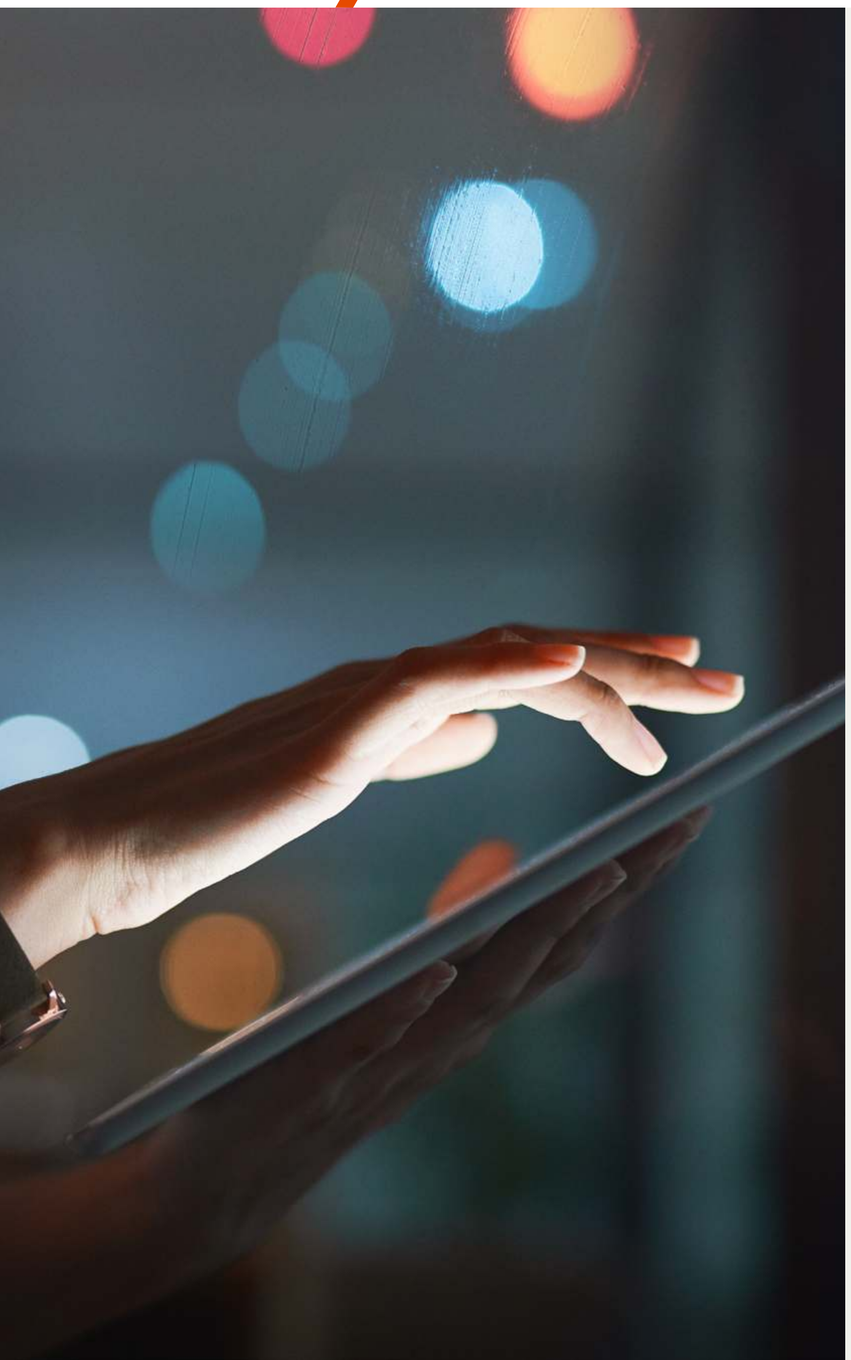
WORKING CLOSER WITH OUR SUPPLIERS

Through our sustainable sourcing platform, we obtain measurable insights into supplier performance, enabling targeted improvements across the supply chain. To strengthen this approach, we invest in capability building: about **90% of our supplier managers have completed training on sustainable procurement and carbon reduction practices**, while suppliers receive support through programs on sustainability management and environmental standards.

To further enhance engagement and accessibility, during the year we also hosted a dedicated webinar for suppliers in both English and Chinese.

The session introduced our sustainability goals for the supply chain and explained our assessment approach, reinforcing our commitment to transparency and supporting a well-informed and responsible supplier network.

Supplier engagement remained a central focus in 2025. Our Supplier Day brought together more than 150 global partners to promote collaboration and shared responsibility under the theme “Partnering for Sustainable Growth.” The event outlined expectations on innovation, operational excellence, and sustainability, with emphasis on sustainable packaging, energy efficiency, circularity, ethical practices, and digital tools for traceability. The Supplier Awards, including the Sustainability Award, recognized outstanding contributions to advancing Sidel’s ESG objectives.



CONNECTING PEOPLE AND DATA

Our commitment to supplier development is reflected in the steadily improving sustainability performance of our partners. The average EcoVadis score across our supplier base has increased by nearly 10 points compared with industry benchmarks, and **more than 50% of assessed suppliers have achieved EcoVadis medals**, demonstrating a high level of maturity in addressing ESG challenges.
Reaching our long-term sustainability ambitions, including net-zero greenhouse gas emissions by 2050, relies on strong and collaborative relationships with our suppliers. We adopt a holistic approach that addresses both current environmental and social impacts and the management of emerging and future risks.

A SNAPSHOT OF WHAT WE'VE ACHIEVED

91%
of trained teams

129
suppliers are reporting following the Science Based Targets initiative (SBTi)

403
suppliers who developed climate action plans committed with energy and GHG emissions reduction projects

292
suppliers have specific policies on sustainable procurement

375
suppliers have specific policies addressing corruption

258
suppliers report on health and safety indicators

THE VOICE FROM KEY SUPPLIERS

To acknowledge the essential role our partners, play in advancing a more sustainable and resilient value chain, we highlight the perspectives of the suppliers who distinguished themselves through outstanding commitment and performance. Their experiences reflect how strong collaboration, shared values, and responsible practices contribute to meaningful progress across our supply chain.

« At SOCAPS, sustainable development is embedded in our governance model, our operations and our long-term strategy. We operate both as a cooperative company, co-owned and governed by our technician-members, and as a purpose-driven company, with social and environmental objectives formally embedded in our corporate statutes and monitored alongside economic performance.
Our cooperative structure supports long-term value creation, continuous skills development and responsible decision-making close to the field.
Our purpose-driven framework ensures that our commitments to People, Prosperity and Planet are measurable, transparent and subject to continuous improvement. These commitments are underpinned by internationally recognised certifications, including ISO 9001, ISO 14001 and ISO 45001, as well as Positive Company (3-star level) and EcoVadis Platinum 2025, reflecting the consistency and maturity of our practices over time.
Our long-standing partnership with Sidel began in the early 1980s and has progressively developed into a global relationship covering machine assembly, installation, commissioning and lifecycle services worldwide. Beyond technical performance, SOCAPS actively supports Sidel's sustainable development actions through initiatives focused on skills development, human rights, fair wage practices, recycling and low-carbon approaches.
A concrete illustration is the "Decarbonized FSE" project, in which Sidel representatives expressed clear customer expectations regarding the reduction of project-related emissions. Between 2019 and 2025, this initiative contributed to a – 48% reduction in tCO_2e intensity across scopes 1, 2 and 3 relative to turnover, in line with SBTi-aligned targets. These results were achieved through adjusted planning methods, a different organisation of knowledge transfer and a proximity-based model for deploying Field Service Engineers, demonstrating how operational efficiency and environmental impact reduction can progress together.
Looking ahead, SOCAPS remains committed to working hand in hand with its partners to further improve its practices and contribute, together, to a more sustainable and robust packaging ecosystem. »

Thomas MEYER
SOCAPS CEO

SOCAPS
TALENTED INDUSTRIAL SOLUTIONS

Marco Martinelli
Group Quality & Continuous Improvement VP

Our purpose, behaviours, execution, and results are aligned around one goal: delivering value our customers can trust. With shared responsibility and continuous improvement, we turn strategy into everyday practice

PRODUCT QUALITY & DESIGN

In 2025, we accelerated our transformation toward a unified, customer-centric quality culture. Through our strengthened Quality Management System (QMS) and Customer Total Quality program, we deliver measurable improvements directly benefiting our customers.
We surpassed our targets with a **50% reduction in Cost of Poor Quality versus 2022 and implemented a globally aligned Issue Resolution process, improving responsiveness and reducing time to contain customer issues by 22% compared with 2024**.
Our expanded governance—featuring a global Quality & CI team, a senior leadership Quality & CI committee, and a network of 70 quality champions—ensured consistent standards and deployment across all regions.
We strengthened assurance through 11 internal audits, with 200+ corrective actions already closed, and reinforced a culture of ownership through 600 Quality Recognition stars and global visibility via 70+ dashboard displays.
Operational performance also improved significantly, driven by higher product and execution quality. These improvements enhanced reliability, reduced issues at customer sites, and ensured projects were delivered right the first time—strengthening customer trust and satisfaction while supporting our ESG commitment to quality and responsible delivery.
With data-driven insights, aligned KPIs, and embedded continuous improvement practices, we continue to enhance reliability, build customer trust, by delivering on their efficiency objectives, ensure quality remains a daily habit across the organisation.

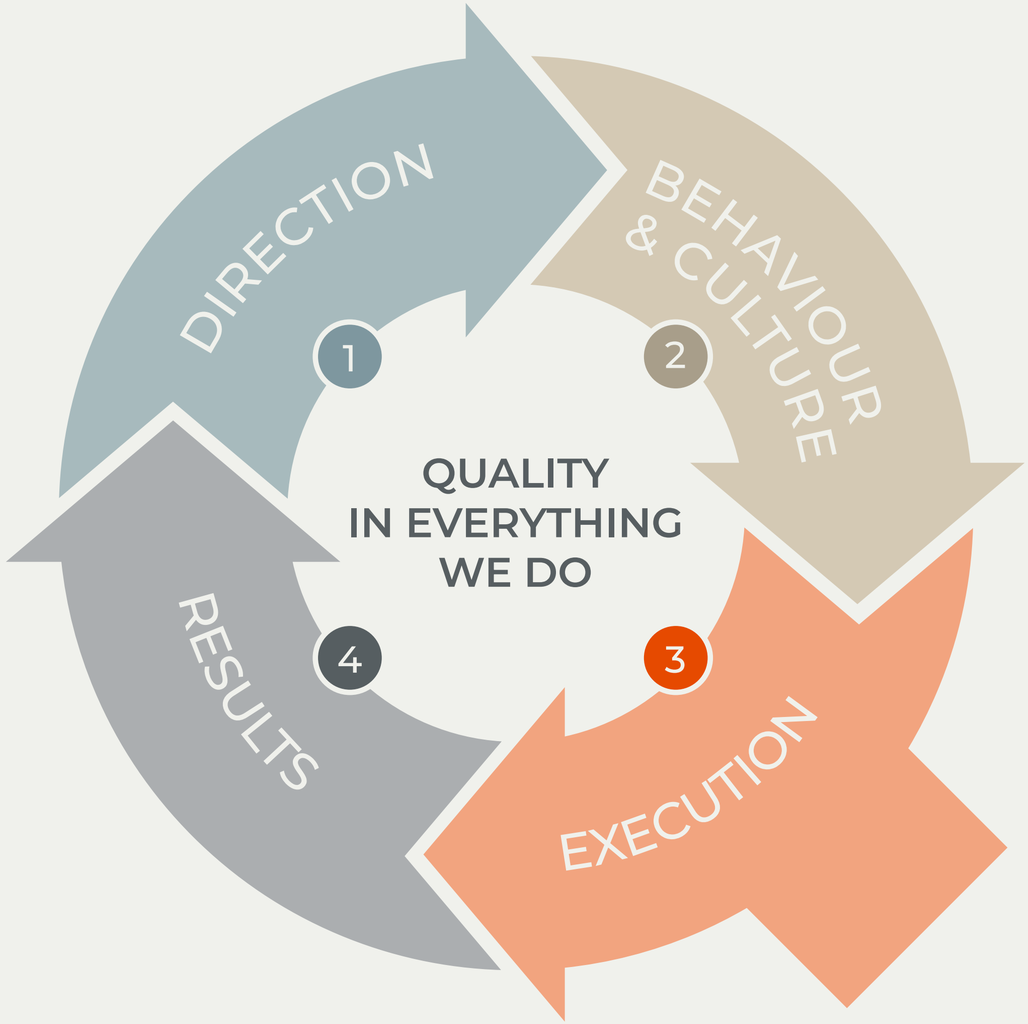
70
quality champions

11
internal audit

200+
corrective actions

600
Quality Recognition stars

70+
dashboard displays



DIRECTION

Ensuring that all employees clearly understand their role, who they serve, and what is expected of them. This also includes identifying and fully understanding all stakeholders.

BEHAVIOURS & CULTURE

Fostering a strong quality-driven culture and mindset, while ensuring everyone is equipped with the tools and capabilities needed to perform effectively now and in the future.

EXECUTION

Ensuring that processes are aligned with stakeholder needs, and that the right metrics are in place to monitor performance and drive continuous improvement.

RESULTS

Ensuring that quality objectives are met, and when they are not, that the causes are identified and understood. It also involves confirming that stakeholders' perceptions align with our own performance assessment.

Anne Ferbach
Marketing & Commercial Operations Director

Customer expectations are evolving rapidly, and our responsibility is to stay ahead of them.
By combining market intelligence, strong regional proximity, and a robust commercial excellence framework, we ensure that every decision we make is anchored in real customer insight. Their feedback not only guides our continuous improvement but reinforces our commitment to transparent, sustainable, and responsible operations.

CUSTOMER MANAGEMENT

OUR APPROACH TO CUSTOMER MANAGEMENT

At Sidel, understanding customer needs remains central to how we operate. In 2025, we reinforced our customer focused approach through three pillars: market intelligence, commercial excellence, and Customer eXperience.

MARKET INSIGHT

Sidel's Market Insight focuses on bringing external market knowledge into the company by continuously monitoring global developments, including trends, consumption patterns, volumes, consumer motivations, behaviours, and macroeconomic factors that may impact the business. The objective is to provide Sidel with a clear understanding of the market from the perspective of its customers, effectively building a bridge between the B2B industry and the broader B2C environment. This approach considers the four key dimensions: customers, consumers, categories, and competition, which collectively shape the future of the industry and influence customer strategies.
By translating market intelligence into actionable insights, the team supports sales colleagues in understanding customer needs and speaking their language, reinforcing a strong customer-centric mindset. Market insights also enable early engagement with customers by providing data-driven perspectives that help identify growth opportunities and position Sidel as a strategic partner. Through a B2B2C approach, the company closely monitors developments in end-consumer markets such as beverages (alcoholic and non-alcoholic), food, home care, and personal care. This intelligence helps anticipate evolving consumer needs, support customer growth, and guides the development of innovative technological solutions.
As a complete and integrated supplier of equipment for blowing, filling, and distribution, Sidel leverages these insights to align its technologies with market demands and continuously strengthen its innovation portfolio.

COMMERCIAL EXCELLENCE PROGRAM

Our Commercial Excellence Program continues to reinforce three main pillars: establishing a robust structure and excelling in Key Account Management, supporting activities through our channel partner network, and strengthening overall sales capabilities.
A comprehensive Sales Excellence Program - covering various modules such as Sales Behaviours, Sales Strategy, Communication, and End-Market Knowledge - will be rolled out starting in Q2 2026.
Competencies will be developed not only through training but also through best-practice sharing, coaching, and strong engagement from Sales Management.
In close collaboration with regional teams across all countries, this approach ensures proximity to our customers and consistent quality of engagement.

FEEDBACK THAT DRIVES CHANGE

Insights from our customer surveys are fundamental in guiding the development of our ESG initiatives. The following illustrates how we are leveraging this valuable feedback.

- **Environmental impact**
  Feedback underscores rising expectations for sustainable packaging and responsible manufacturing. We use these insights to expand efficient solutions, including energy efficient equipment, waste reduction practices, and recyclable or lightweighting materials.

- **Social responsibility**
  Customers value ethical practices across the packaging value chain. Their input reinforces our commitment to responsible labor practices, stronger supplier engagement, and the promotion of sustainable packaging options.

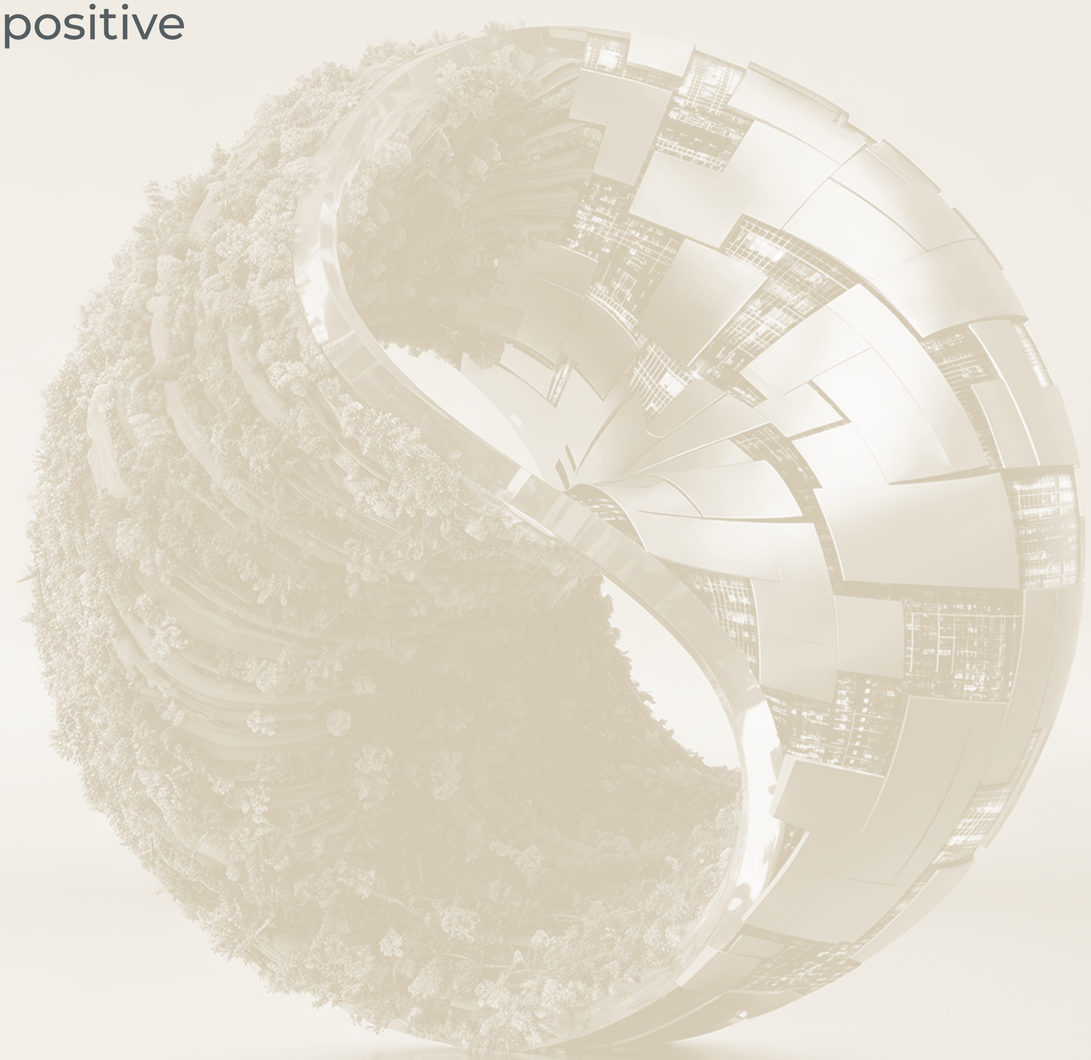
- **Governance and accountability**
  Customers expect transparency and integrity in all business interactions. Their feedback guides us in refining our governance policies to maintain high standards of ethics, resilience, and accountability.

APPENDIX

APPENDIX

General requirements
General disclosure
Climate change
Resource use and circular economy
Own workforce
Workers in the value chain
Consumers and end-users
Business conduct

We consciously act for the sustainable transformation of the packaging industry, providing safe and innovative eco-solutions for a circular economy and a positive impact on our planet.



Sidel